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11:42 am

Association of Legal Professionals (ALP)

April 14, 2011

Ms. Gina Donnelly
Office of Employee Relations
City of San Jose
200 East Santa Clara St.
San Jose, Ca 95113

RE: ALP's Package Proposal "B"

Dear Ms. Donnelly:

The Association of Legal Professionals has received and considered the City's Package Proposal "B"; and, because it was unchanged from the City's Package Proposal "A" except in one minor respect, we reject it for the reasons stated in our proposal dated March 23, 2011.

ALP's Proposal

In an attempt to reach a comprehensive final agreement with the City, ALP offers its Package Proposal "B" which is attached.

We have made a very simple proposal to achieve the same 10% reduction that you are recommending be set for Unit 99. The proposal consists of a base pay reduction of 5.39% that would replace the one time 1.9% base pay reduction and the 12 furlough days that ALP agreed to last year and, when added to ALP's agreement last year to a 5% total compensation reduction, this equals the 10 % on going total compensation reduction as defined by the City. In addition, our proposal includes the same phased-in reduction and eventual elimination of the Disability Leave Supplement and Vacation Sellback benefits being recommended for Unit 99 on April 19.

ALP also reserves the right to meet and confer with the City over reduction in force impacts and process as previously requested. We do not make a proposal here since we have not been informed of the City's intent with regard to reduction in force affecting our bargaining unit. In the event that the City will reduce positions in classifications represented by ALP that are currently staffed, we desire to negotiate the impacts and process as requested by ALP previously. However, in the event the City will leave vacant or eliminate positions that are currently vacant, there is no need to meet and confer at this time. Please inform us of the City's intent in this regard.

As we have previously stated, the Sick Leave Payout Benefit that is based on retirement after a fifteen-year longevity period is a vested benefit. Therefore your proposal to abolish that benefit is not within the scope of bargaining. Nor does ALP agree to the

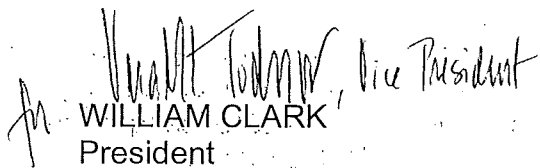
Gina Donnelly
ALP Package Proposal "B"
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proposed side letters contained in the City's Package Proposal "B" for reasons previously expressed.

All other provisions of the Tentative Agreement dated June 15, 2010 between the City and ALP shall remain in effect.

In the event that the City accepts the ALP proposal, we would enter into a tentative agreement for approval by the City Council.

This is a PACKAGE PROPOSAL. This PACKAGE PROPOSAL is submitted in an attempt to reach a settlement. In the event this PACKAGE PROPOSAL is not accepted by the City of San Jose in its entirety, ALP reserves the right to modify, edit or amend any future proposals, including but not limited to, the effective dates of the specific changes.


WILLIAM CLARK
President

Association of Legal Professionals

cc: Marco Mercado, City Negotiation Team Member
Charles Sakai, City Negotiation Team Member
Vera Todorov, ALP Vice President
Brian Doyle, ALP Negotiation Team Member
Michael Dodson, ALP Negotiation Team Member

Association of Legal Professionals

Marco Mercado, City
Charles Sakai, City
Vera Todorov, ALP
Brian Doyle, ALP
Michael Dodson, ALP

ALP PACKAGE PROPOSAL "B"

TERM

July 1, 2011 – June 30, 2012

WAGES

See Attached

VACATION SELLBACK

See Attached

DISABILITY LEAVE SUPPLEMENT

See Attached

ALP PROPOSAL – WAGES

All employees will receive a 5.39% base pay reduction.

This will replace the 1.90% base pay reduction and twelve mandatory furlough days that became effective June 27, 2010.

ALP PROPOSAL - VACATION SELLBACK

Effective December 25, 2011, reduce vacation sellback eligibility from a maximum of 120 hours to a maximum of 60 hours. Employees must submit an irrevocable election form to Payroll on or before November 26, 2011, to be eligible to sell back accrued vacation in 2012.

Effective the first pay period of payroll calendar year 2013, the vacation sellback program will be eliminated and no employees will be eligible to sell back any accrued vacation hours.

ALP PROPOSAL - DISABILITY LEAVE SUPPLEMENT

Effective June 26, 2011, reduce the maximum disability supplemental pay benefit from six (6) calendar months to three (3) calendar months (520 hours).

Effective June 24, 2012, disability leave supplement will be eliminated.